

2007 State Employee Benefits Quick Reference Guide	
Benefit Description And Information	Web Site/Contact
❑ Annual Leave – Voluntary program that combines both sick leave and vacation. Available to excluded employees and some bargaining units; check MOU. May be used with Enhanced Non-Industrial Leave benefits.	DPA (www.dpa.ca.gov , click Benefits) or employee's personnel office
❑ Cash Option – Voluntary cash back option available; see Consolidated Benefits and FlexElect Program.	DPA (www.dpa.ca.gov , click Benefits)
❑ Common Carrier Travel and Accident Insurance – State-paid benefit provided for managers, supervisors, confidential, and other specified, excluded employees that are required to travel on State business away from their permanently assigned work premises.	DPA (www.dpa.ca.gov , click Benefits)
❑ Consolidated Benefits (CoBen) – CoBen allowance pays for health, dental, and vision benefits. Cash Option is available through CoBen if covered by other insurance. Available to excluded employees and some bargaining units; check MOU.	DPA (www.dpa.ca.gov , click Benefits) or employee's personnel office
❑ Consolidated Omnibus Budget Reconciliation Act (COBRA) – Continuation of health, dental, and vision insurance coverage for employees and eligible dependents who lose benefits by age, termination, resignation, or layoff.	DPA (www.dpa.ca.gov , click Benefits) or employee's personnel office
❑ Death Benefits – Benefits available to legal survivors and/or designees of State employees; see "Planning Ahead" booklet from DPA Web site; check MOU.	DPA (www.dpa.ca.gov , click Benefits) or employee's personnel office
❑ Dental – Dental insurance for employees who have an appointment of six months or more and a time base of half-time or more.	DPA (www.dpa.ca.gov , click Benefits)
❑ Employee Assistance Program (EAP) – State-paid confidential counseling service for employees and eligible dependents; marital/family issues, emotional/stress concerns, legal/financial issues, substance abuse, and dependent care.	Managed Health Network (866) EAP-4SOC (866-327-4762) or TDD (800) 327-0801
❑ Enhanced Non-Industrial Disability Insurance (ENDI) – Disability insurance for non-work-related illnesses/injuries. Available to employees who are CalPERS/STRS members and enrolled in the Annual Leave Program.	Employee's personnel office
❑ FlexElect Program – Voluntary cash back program and/or tax savings program available to employees who have a permanent appointment and a time base of half-time or more. Plan options are Cash Option , Dependent Care Reimbursement , and Medical Reimbursement .	DPA (www.dpa.ca.gov , click Benefits) or employee's personnel office
❑ Group Legal Services Insurance – Voluntary employee-paid legal plan for permanent or probationary employees with a time base of half-time or more.	DPA (www.dpa.ca.gov , click Benefits) or employee's personnel office
❑ Health – Health insurance for employees who have an appointment of six months or more and a time base of half-time or more.	CalPERS (www.calpers.ca.gov)
❑ Health Promotion (California WorksWell) – Promotes healthy lifestyles to prevent illness/disability and improve the physical health and mental well-being of the State workforce.	DPA (www.dpa.ca.gov , click Benefits)
❑ Life Insurance – State-paid program available to excluded employees who have a permanent appointment and a time base of half-time or more. Voluntary supplemental coverage available.	DPA (www.dpa.ca.gov , click Benefits) or MetLife 1-800-252-8524
❑ Long-Term Disability – Voluntary income protection disability insurance available to excluded employees who have a permanent appointment and a time base of half-time or more.	DPA (www.dpa.ca.gov , click Benefits)
❑ Non-Industrial Disability Insurance (NDI) – Non-work-related illness/injury disability insurance. Available to employees who are CalPERS/STRS members.	Employee's personnel office
❑ Part-Time/Seasonal/Temporary Program (PST) – Mandatory retirement program for part-time, seasonal, or temporary employees who are excluded from CalPERS.	DPA (www.dpa.ca.gov , click Benefits) or employee's personnel office
❑ Pre-Tax Parking – Voluntary program available to employees who drive a personal vehicle to work and pay for parking.	DPA (www.dpa.ca.gov , click Benefits) or employee's personnel office
❑ Retirement – California Public Employees' Retirement System (CalPERS) provides service/disability retirement and death benefits for eligible employees.	CalPERS (www.calpers.ca.gov) or employee's personnel office
❑ Rural Health Care Equity Program (RHCEP) – Provides reimbursement of certain health care expenses for State employees, or annuitants residing in California, who have no Health Maintenance Organization (HMO) options through CalPERS health benefits.	DPA (www.dpa.ca.gov , click Benefits)
❑ Savings Plus Program (SPP) – Voluntary program offering 401(k) and 457 plans, which allow employees to direct tax-deferred payroll deductions to investments that will supplemental their retirement benefits. Available to all permanent employees.	Savings Plus Program (www.sppforu.com)
❑ Tax Sheltered Annuity (TSA) – Voluntary program offering 403(b) plan, but limited to employees in specific Bargaining Units related to education.	SCO (www.sco.ca.gov) or employee's personnel office
❑ Vision – State-paid vision insurance that automatically covers employees who have an appointment of six months or more and a time base of half-time or more.	DPA (www.dpa.ca.gov , click Benefits)
❑ Workers Compensation Program – Work related injury/illness disability insurance. Benefits include Industrial Disability Leave (IDL) , Enhanced IDL (EIDL) , Temporary Disability (TD) ; check MOU.	SCIF (www.scif.ca.gov), DPA (www.dpa.ca.gov , click Benefits), or employee's personnel office
❑ Awards – Employee Suggestion Program – Rewards employees for ideas that reduce State operations/costs. Medal of Valor Award - Highest honor State can bestow on its employees who perform act of heroism or risk their life to save another. Superior/Sustained Accomplishment Awards - Recognizes outstanding employee performance. 25 Year Service and Retirement Awards - Recognition for 25 years of State service and retirement.	DPA (www.dpa.ca.gov , click Benefits) or employee's personnel office